



General Assembly

**Substitute Bill No. 984**

January Session, 2011

\* \_\_\_\_SB00984LAB\_\_031111\_\_ \*

**AN ACT CONCERNING THE ENHANCEMENT OF SERVICES AT THE  
LABOR DEPARTMENT AND THE USE OF CRIMINAL RECORDS FOR  
TEMPORARY EMPLOYEES OFFERED PERMANENT EMPLOYMENT  
BY AN EMPLOYER.**

Be it enacted by the Senate and House of Representatives in General  
Assembly convened:

1       Section 1. (*Effective from passage*) On or before January 1, 2012, the  
2       Labor Commissioner shall submit a report, in accordance with the  
3       provisions of section 11-4a of the general statutes, to the Governor and  
4       the joint standing committee of the General Assembly having  
5       cognizance of matters related to labor. Such report shall include, but is  
6       not limited to, recommendations for enhancing or creating efficiencies  
7       in the services provided by the Labor Department. Such report shall  
8       also include recommendations for administrative or legislation action  
9       related to the areas of workforce development, employment  
10      regulation, labor organizations, boards of mediation and arbitration,  
11      the National Labor Relations Act, labor disputes, personnel files,  
12      private employment agencies, employment of the handicapped,  
13      unemployment compensation, the Full Employment Act, and the  
14      occupational safety and health act.

15      Sec. 2. Subsection (b) of section 31-51i of the general statutes is  
16      repealed and the following is substituted in lieu thereof (*Effective*  
17      *October 1, 2011*):

18 (b) (1) No employer or an employer's agent, representative or  
 19 designee may require an employee or prospective employee to disclose  
 20 the existence of any arrest, criminal charge or conviction, the records of  
 21 which have been erased pursuant to section 46b-146, 54-76o or 54-142a.

22 (2) No employer or an employer's agent, representative or designee  
 23 may require an individual providing services to such employer as a  
 24 temporary employee for a period of at least one calendar year, and to  
 25 whom such employer is offering permanent employment, to disclose  
 26 the existence of any arrest, criminal charge or conviction, or request  
 27 such employee submit to a criminal background check unless such  
 28 criminal background check is required by law for the position being  
 29 offered.

This act shall take effect as follows and shall amend the following sections:

|           |                        |             |
|-----------|------------------------|-------------|
| Section 1 | <i>from passage</i>    | New section |
| Sec. 2    | <i>October 1, 2011</i> | 31-51i(b)   |

**LAB**      *Joint Favorable Subst.*